

Statistical bulletin

Earnings and employment from Pay As You Earn Real Time Information, UK: April 2022

Experimental monthly estimates of payrolled employees and their pay from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) data. This is a joint release between HMRC and the Office for National Statistics (ONS).

Contact:
Debra Leaker, C. Robinson
labour.market@ons.gov.uk;
rtstatistics.enquiries@hmrc.gov.
uk
+44 1633 455400

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1 . Main points

- Early estimates for March 2022 indicate that the number of payrolled employees rose by 4.9% compared with March 2021, a rise of 1,376,000 employees; the number of payrolled employees was up by 1.9% since February 2020, a rise of 544,000.
- There were 35,000 more people in payrolled employment in March 2022 when compared with February 2022.
- UK payrolled employee growth for February 2022 compared with January 2021 has been revised from an increase of 275,000 reported in the last bulletin to an increase of 174,000; this is a result of incorporating additional real time information (RTI) submissions into the statistics, reducing the need for imputation (which takes place every publication); as early estimates have a higher level of imputation, revisions of this scale are within expectation.
- Early estimates for March 2022 indicate that median monthly pay increased by 6.0% compared with March 2021 and increased by 11.2% when compared with February 2020.
- All age groups saw an increase in payrolled employees between March 2021 and March 2022; there was an increase of 585,000 payrolled employees aged under 25 years.
- For Nomenclature of Territorial Units for Statistics (NUTS) 3 regions, annual growth in payrolled employees in March 2022 was the highest in Tower Hamlets, with a rise of 13.0%, and was lowest in the Orkney Islands, with a rise of 1.6%.
- The increase in payrolled employees between March 2021 and March 2022 was largest in the accommodation and food service activities sector (a rise of 374,000 employees) and smallest in the finance and insurance sector (a rise of 1,000).
- Annual growth in median pay for employees in March 2022 was highest in the finance and insurance sector (an increase of 19.7%), and lowest in the arts and entertainment sector (an increase of 1.6%).

Annual growth rates for March 2022 are compared with March 2021, and so the reduction in employees and median pay seen following the beginning of the coronavirus (COVID-19) pandemic is no longer contributing to the annual growth rate. Annual growth rates are now compared with this lower baseline.

About the data in this release

Early estimates for March 2022 are provided to give an indication of the likely level of employees as well as median pay in the latest period. These early estimates are on average based on around 85% of information being available. They are considered of lower quality and may be subject to revision in next month's release when between 98% and 99% of data will be available. This work was introduced in April 2020 in response to COVID-19 and methods will continue to be developed. A [revisions triangle](#) is available for employees and median pay at the UK level.

This release covers people paid through the Pay As You Earn (PAYE) system where their pay is reported through the Real Time Information (RTI) system. Employees who were furloughed as part of the Coronavirus Job Retention Scheme (CJRS) should still have had their payments reported through this system so would have contributed toward the employment and pay statistics during the period that this support was available. Similarly, following the end of the furlough scheme, employees who were given notice that their employment would end would continue to have been included in the RTI data while they worked out their notice period. This is consistent with how any employee being made redundant would appear in the RTI data.

Statistics in this release are based on people who are employed in at least one job paid through PAYE, and monthly estimates reflect the average of such people for each day of the calendar month. This follows the introduction of a [new methodology](#) in December 2019, designed to better align with international guidelines for labour market statistics. This differs from the methodology used before December 2019, which produced statistics based on the total number of people paid in a particular time period.

2 . Payrolled employees

Early estimates for March 2022 indicate that there were 29.6 million payrolled employees (Figure 1), a rise of 4.9% compared with the same period of the previous year. This means a rise of 1,376,000 people over the 12-month period. Compared with the previous month, the number of payrolled employees increased by 0.1% in March 2022, which is equivalent to 35,000 people. The early estimate for March 2022 shows the first fall in the annual growth rate since early 2021 but still shows a relatively high growth.

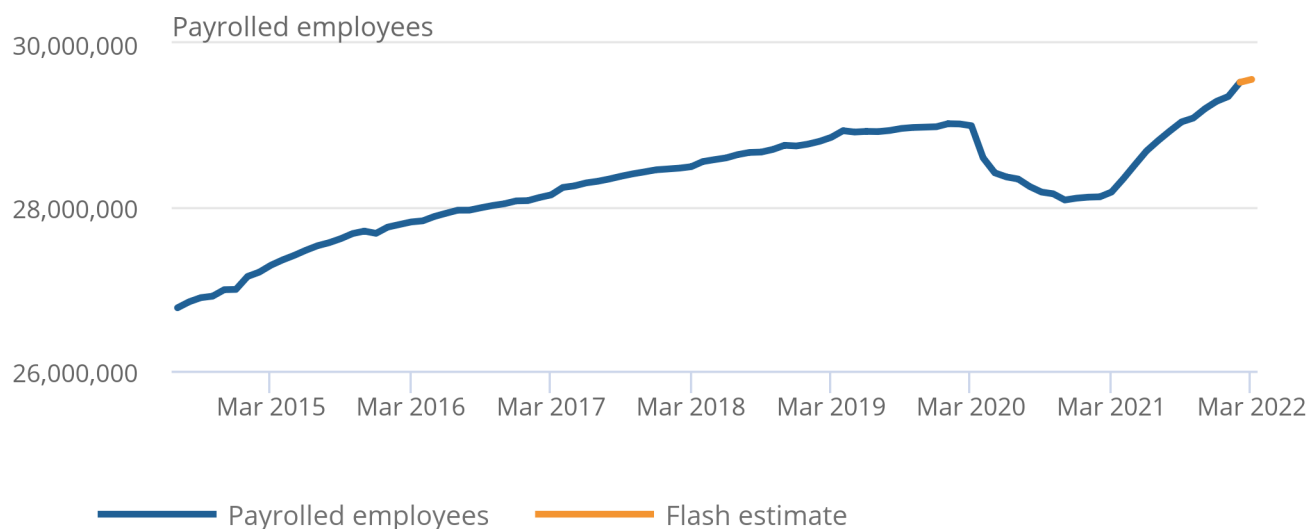
When comparing the number of payrolled employees in February 2022 with the previous month, the number increased by 0.6%. This is revised down from the early estimate of a 0.9% increase, [reported in the previous bulletin](#), published in March 2022.

Figure 1: The number of employees continues to grow since surpassing the pre-coronavirus level last year

Payrolled employees, seasonally adjusted, UK, July 2014 to March 2022

Figure 1: The number of employees continues to grow since surpassing the pre-coronavirus level last year

Payrolled employees, seasonally adjusted, UK, July 2014 to March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The February 2022 figure is not a flash estimate of payrolled employees, this is included purely for graphing purposes.

Growth rates before mid-2016 were higher than 1.5%, falling to then stay level within a range of 1.0% to 1.5% until 2019 (Figure 2).

Starting around early 2019, employee growth began a slight downward trend. However, employee growth slowed more substantially past March 2020 (becoming negative in April 2020), coinciding with the coronavirus (COVID-19) pandemic.

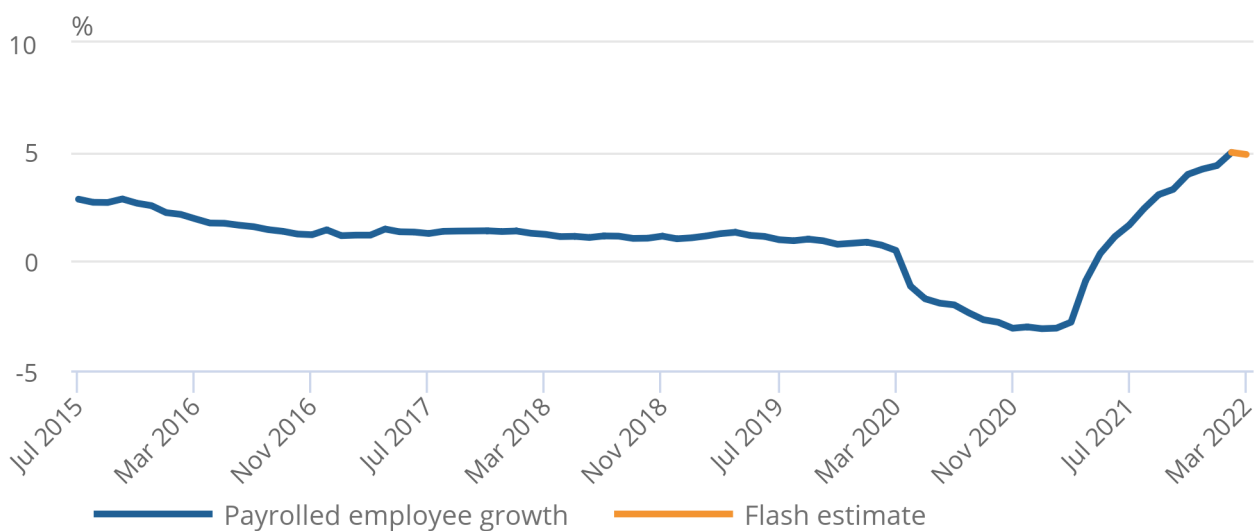
At the start of 2021, growth rates began to recover and have since remained high as the labour market continues to recover from the effects of the coronavirus pandemic.

Figure 2: After negative employee growth rates throughout 2020, growth rates became positive in 2021 and have continued to increase since

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2022

Figure 2: After negative employee growth rates throughout 2020, growth rates became positive in 2021 and have continued to increase since

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
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3 . Median monthly pay

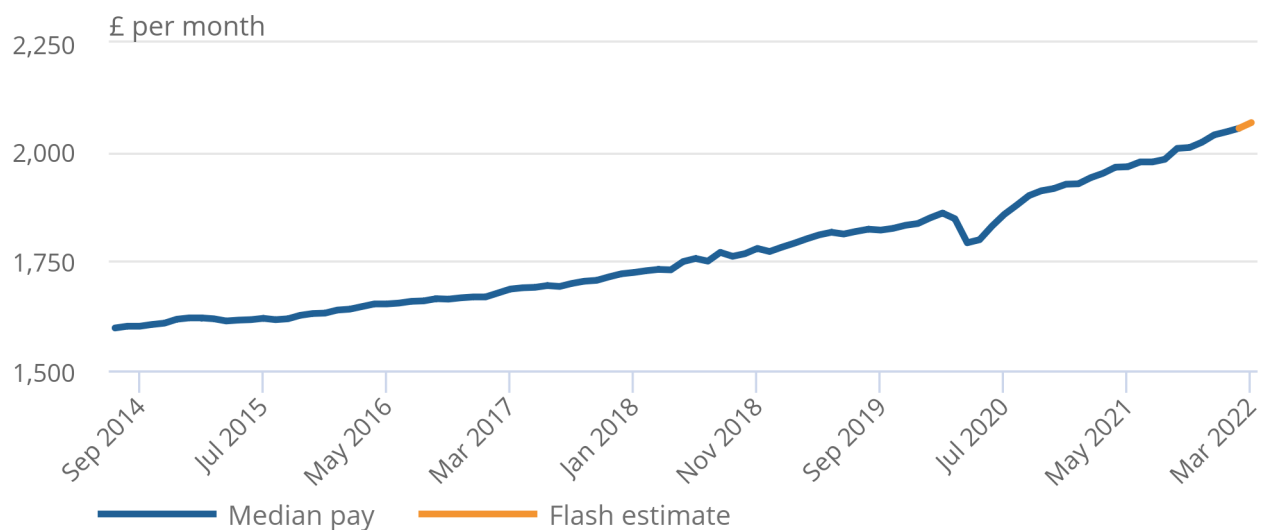
Early estimates for March 2022 indicate that median monthly pay was £2,067, an increase of 6.0% compared with the same period of the previous year.

Figure 3: Median pay decreased sharply in April 2020, but has returned to the previous trend

Median pay per month, seasonally adjusted, UK, July 2014 to March 2022

Figure 3: Median pay decreased sharply in April 2020, but has returned to the previous trend

Median pay per month, seasonally adjusted, UK, July 2014 to March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

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2. The February 2022 figure is not a flash estimate of median pay, this is included purely for graphing purposes.

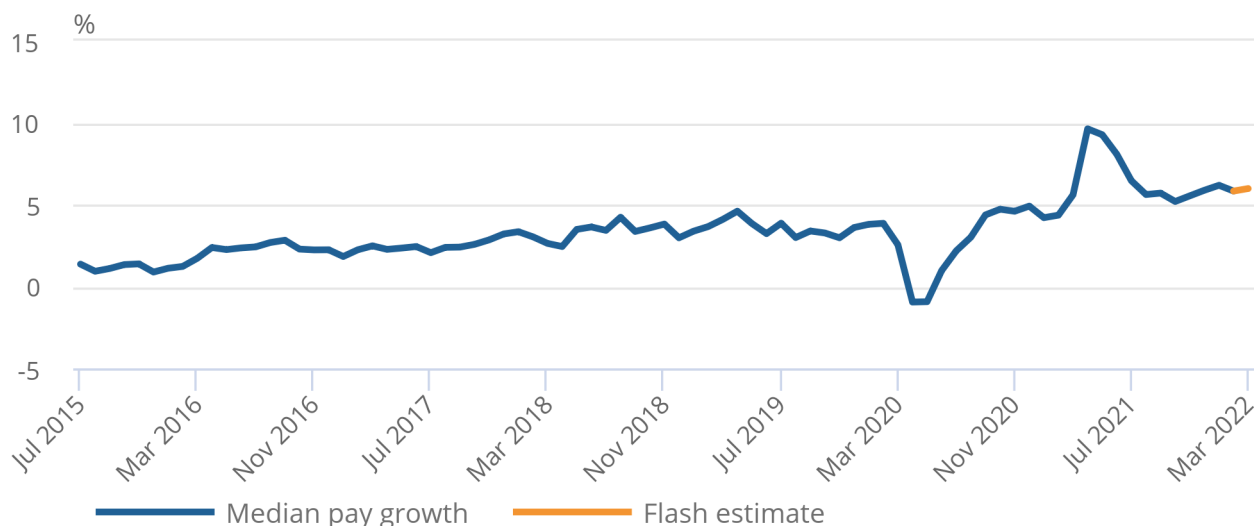
Following a general trend of increasing pay growth between mid-2015 and mid-2018, pay growth tended to fluctuate around 3.6%, until 2020 when pay growth became negative. This coincided with the coronavirus (COVID-19) pandemic, and related economic and policy responses. Since June 2020, median pay growth has been positive and is now above pre-coronavirus (February 2020) levels.

Figure 4: The rate of growth in median pay fell between March and May 2020, but is now higher than the average growth before March 2020

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2022

Figure 4: The rate of growth in median pay fell between March and May 2020, but is now higher than the average growth before March 2020

Percentage change on same month in previous year, seasonally adjusted, UK, July 2015 to March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

1. The latest period, highlighted in orange, is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The February 2022 figure is not a flash estimate of median pay growth, this is included purely for graphing purposes.

The relatively high level of pay growth between June and December 2020 is partially explained by lower levels of people entering the labour market than usual during that period, as explored in the [August 2020 bulletin](#) and [September 2020 bulletin](#).

While the general trend of pay growth is dominated by those continually employed, the mean pay of people entering the labour market (referred to as inflows) tends to be around 40% lower than mean pay for those continually employed. This means inflows into payrolled employment tend to bring down average pay and average pay growth. As inflows were relatively low between June 2020 and December 2020, this reduced the downward pressure on pay growth, which in turn increased median pay growth.

The high level of pay growth in April 2021 is attributed to the relatively high median pay in April 2021, combined with the suppressed level of median pay in April 2020 at the start of the coronavirus pandemic.

4 . Pay distribution

In the three months to February 2022, the 10th percentile of the monthly pay distribution was £681, the 90th percentile was £4,860 and the 99th percentile was £14,061 (Figure 5). This means that:

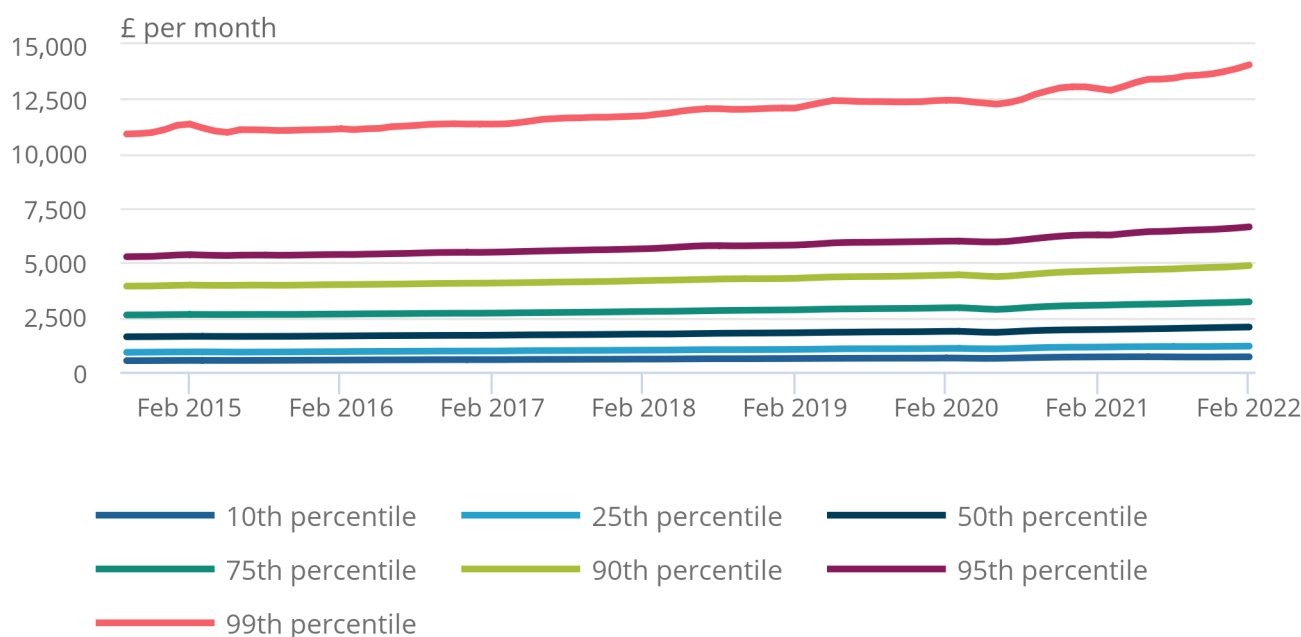
- 10% of payrolled employees earned equal to or less than £681 per month
- 90% of payrolled employees earned equal to or less than £4,860 per month
- 99% of payrolled employees earned equal to or less than £14,061 per month

Figure 5: 10% of employees earn less than £681 per month and 90% earn less than £4,860 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to February 2022

Figure 5: 10% of employees earn less than £681 per month and 90% earn less than £4,860 per month

Pay per month, seasonally adjusted, UK, three months to September 2014 to three months to February 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

1. Data for the 50th percentile (that is, the median) in this chart are based on three-month moving averages. For this reason, they are not directly comparable with Figures 3 or 4 (which use data for a single month).

5 . Regional data

The regional figures in this bulletin are based on where employees live and not the location of their place of work. They include data for March 2022 and cover [Nomenclature of Territorial Units for Statistics \(NUTS\): NUTS1, NUTS2, NUTS3 regions, and local administrative units \(LAUs\)](#).

While the UK as a whole has experienced moderate, if declining, payrolled employee growth since January 2017, growth within regions has not been even (Figure 6).

In March 2022, numbers of payrolled employees in the UK for the regions shown in Figure 6 range from 775,000 in Northern Ireland to 4,205,000 in London.

All regions are now above pre-coronavirus (COVID-19) (February 2020) levels.

Figure 6: Regional employee growth fell across the UK over 2020 to 2021 but is now positive in all regions

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to March 2022

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Download the data

[.xlsx](#)

London and Northern Ireland experienced higher growth than the UK average between January 2017 and early 2020, while the North East and Scotland experienced lower growth than the UK overall. Since January 2019, Inner London (both West and East) experienced greater volatility in employee growth than both Outer London and the UK average. Employee numbers within NUTS1, NUTS2 and NUTS3 regions are available in the [datasets](#) published alongside this bulletin.

Over the course of the coronavirus pandemic, all regions' growth rates followed a similar pattern. Growth rapidly declined and became negative in April 2020, but growth rates have been rising in all regions since the second half of 2021. However, the magnitude of changes varies.

Comparing March 2022 with the same period of the previous year for NUTS1 regions, changes in payrolled employees ranged from a 7.0% increase in London to a 4.1% increase in Scotland.

Examining NUTS3 regions, the Orkney Islands experienced an increase of 1.6% in payrolled employees in comparison with March 2021, and Tower Hamlets experienced an increase of 13.0% (Figure 7).

Figure 7: Growth in payrolled employees varies across the UK

Percentage change on same month in previous year, seasonally adjusted, UK, NUTS3 level, March 2022

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Download the data

[.xlsx](#)

Median pay across the NUTS3 regions of the UK in March 2022 ranged from £1,737 in Leicester to £3,192 in Wandsworth (Figure 8).

Inner London generally differs from Outer London, with median pay ranging from £2,057 in Enfield to £3,192 in Wandsworth. Median pay in March 2022 for London as a whole was £2,491.

Figure 8: Median pay varies across the UK

Median pay, seasonally adjusted, UK, NUTS3 level, March 2022

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Download the data

[.xlsx](#)

6 . Industry data

The industrial sectors in this bulletin are based on the [UK Standard Industrial Classification \(SIC\) codes](#), as defined by the Office for National Statistics (ONS). These codes have been determined from both the [Inter-Departmental Business Register \(IDBR\)](#) and data from Companies House for each Pay As You Earn (PAYE) enterprise. The findings from the 14 largest sectors are presented. The seven smaller sectors have been removed from the bulletin for presentational purposes, but their estimates are available in the [datasets](#) published alongside this bulletin.

The three largest sectors - wholesale and retail, health and social work, and education - account for around 40% of UK employees. These three sectors combined with administrative and support services, manufacturing, professional, scientific and technical, and accommodation and food service activities account for more than 70% of UK employees.

Since January 2017, employee growth has not been even across sectors (Figure 9). Sectors such as construction, transportation and storage, and information and communication experienced higher growth than the UK average between January 2017 and early 2020. Sectors such as manufacturing, and wholesale and retail experienced lower growth than the UK overall.

All sectors highlighted experienced a decrease in employee growth around April 2020, with the smallest decrease being in health and social work.

Public administration and defence, and health and social work saw early recoveries in their growth rates, as did administrative and support services, and education from early 2021 onwards. All sectors have now returned to positive growth or are level year-on-year.

When comparing early estimates for March 2022 with the same period of the previous year, percentage changes in payrolled employees range from positive 0.1% in finance and insurance to positive 21.6% in accommodation and food service activities.

Figure 9: Employee growth has been very different across sectors

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to March 2022

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

[.xlsx](#)

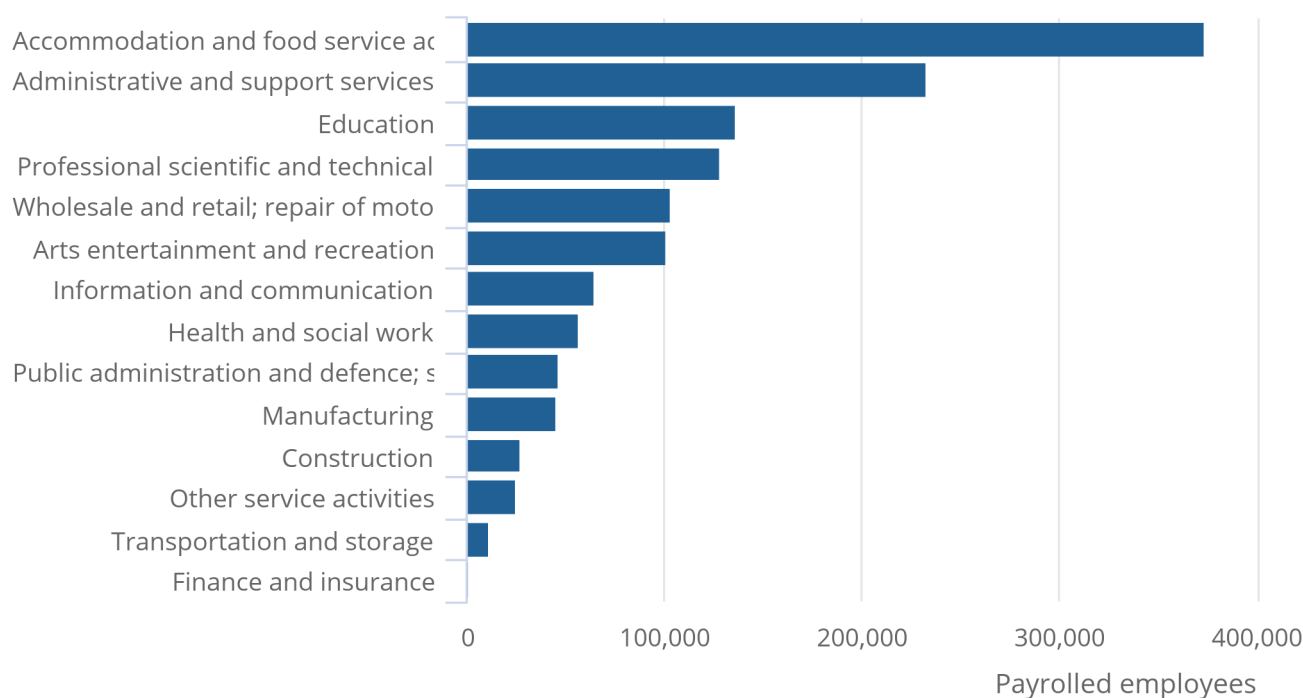
This percentage growth is reflected in which sector contributes the most to the increase in payrolled employees between March 2021 and March 2022. The largest contribution came from the accommodation and food service activities sector (a rise of 374,000 employees) and the smallest from the finance and insurance sector (a rise of 1,000 employees).

Figure 10: The accommodation and food service activities sector has seen the greatest increase in payrolled employees since March 2021

Payrolled employees, absolute change on March 2021, seasonally adjusted, UK, March 2022

Figure 10: The accommodation and food service activities sector has seen the greatest increase in payrolled employees since March 2021

Payrolled employees, absolute change on March 2021, seasonally adjusted, UK, March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

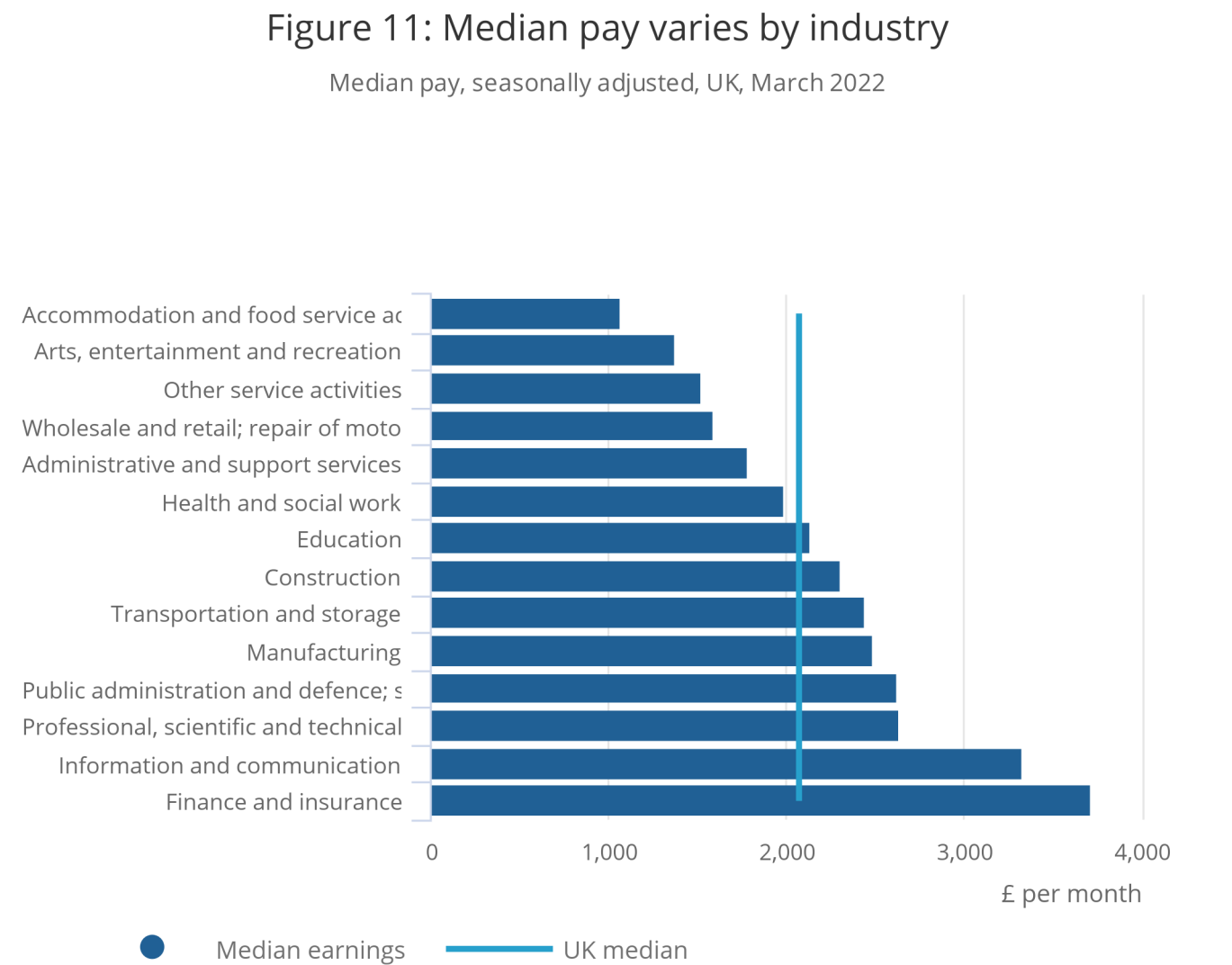
Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Median pay in March 2022 across the highlighted sectors ranged from £1,072 in the accommodation and food service activities sector to £3,711 in finance and insurance (Figure 11).

Figure 11: Median pay varies by industry

Median pay, seasonally adjusted, UK, March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

Compared with the same month in the previous year, median pay grew fastest in the finance and insurance sector (positive 19.7%, as shown in Figure 12) and slowest in the arts and entertainment sector (positive 1.6%).

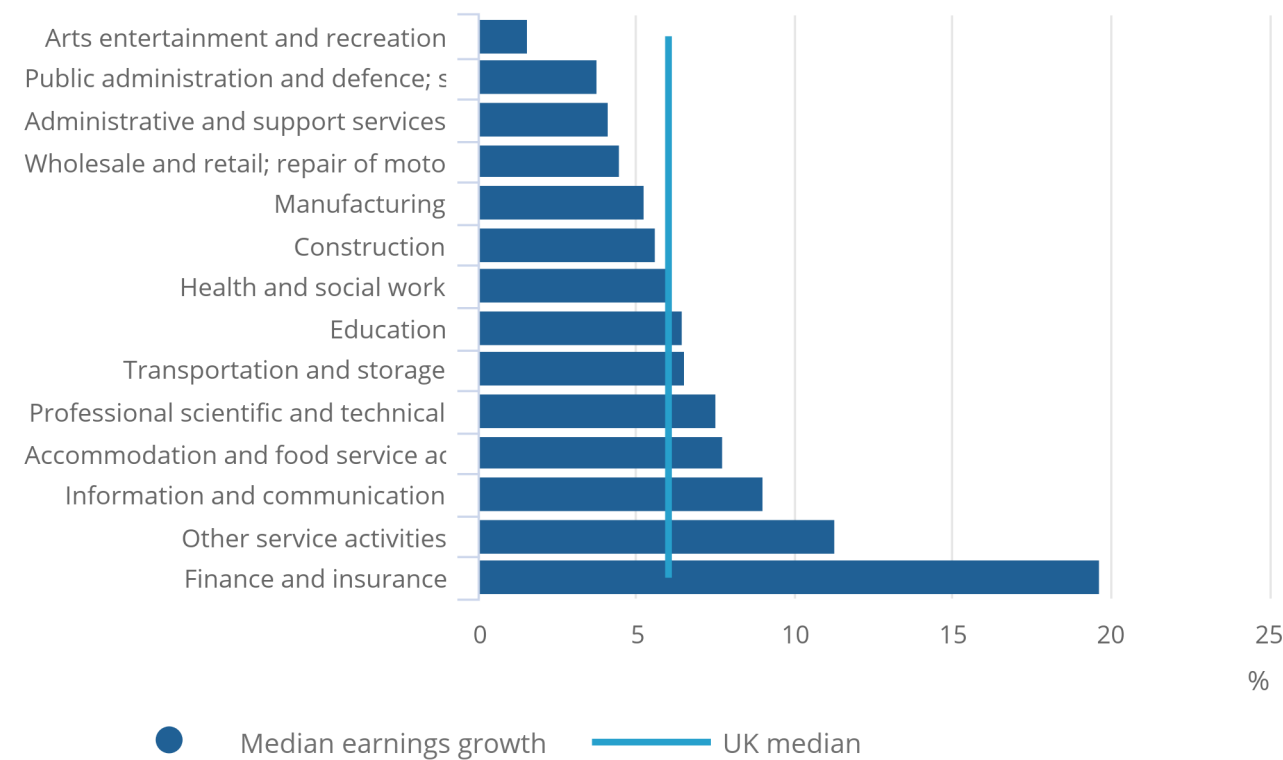
Estimates of mean pay for each sector are available in the [datasets](#) published alongside this bulletin.

Figure 12: Median pay increased most in the finance and insurance sector

Percentage change on same month in previous year, seasonally adjusted, UK, March 2022

Figure 12: Median pay increased most in the finance and insurance sector

Percentage change on same month in previous year, seasonally adjusted, UK, March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.
2. The UK median is shown here for comparative purposes, but it does not represent an average of median pay growth across the regions. It is statistically possible, for example, for median pay growth for the UK as a whole to be higher or lower than pay growth in all constituent parts of the UK.
3. Changes in growth rates are affected by changes in the base period (a year ago) as well as changes in the latest period.

7 . Age data

The age figures in this bulletin are calculated based on individuals' age at the time they receive a payment.

Of the 29.6 million payrolled employees in the UK in March 2022, 94.6% are aged 18 to 64 years.

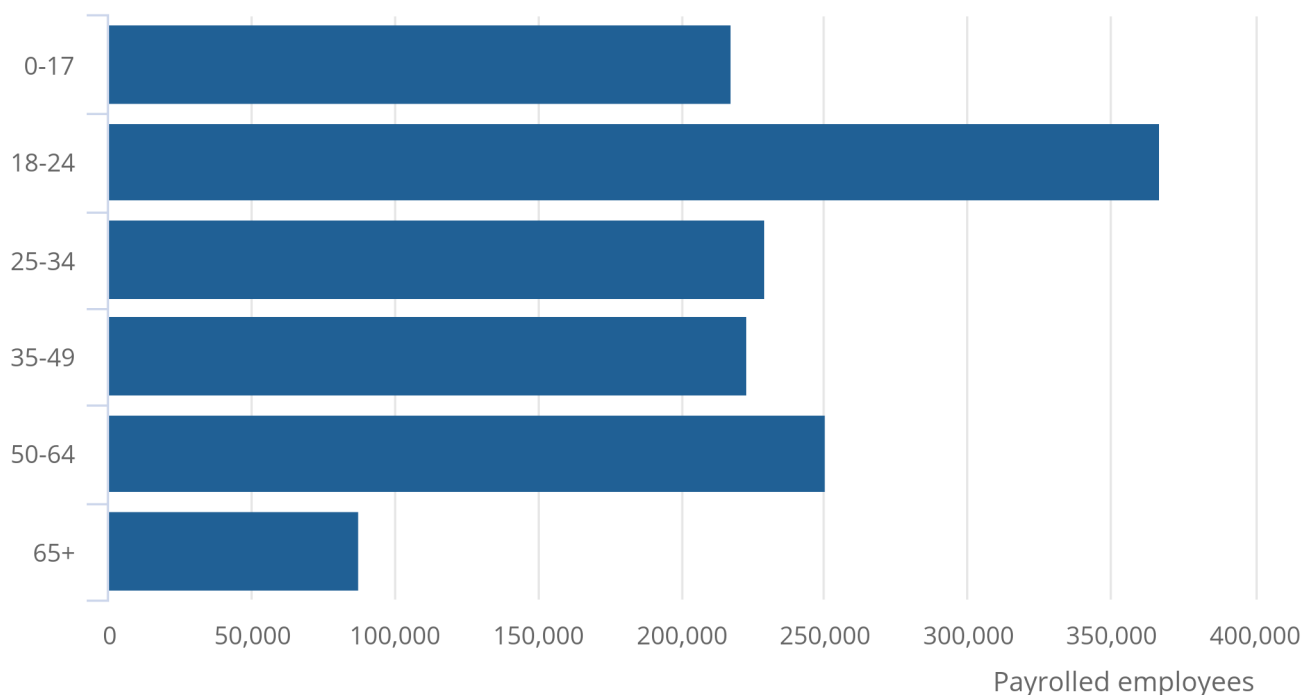
Between March 2021 and March 2022, there was an increase of 585,000 payrolled employees aged under 25 years. During the same period, payrolled employees aged 50 to 64 years increased by 251,000.

Figure 13: The 18 to 24 years age group has seen the greatest increase in payrolled employees since March 2021

Payrolled employees, absolute change on March 2021, seasonally adjusted, UK, March 2022

Figure 13: The 18 to 24 years age group has seen the greatest increase in payrolled employees since March 2021

Payrolled employees, absolute change on March 2021, seasonally adjusted, UK, March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

The number of payrolled employees aged 50 years and over has increased at a faster rate than the UK as a whole since 2017 (Figure 14). Since 2019, this is particularly true for those aged 65 years and over, among whom employee growth peaked at 10.8% in January 2020.

These periods of higher growth coincide with the [phased increase in State Pension age](#) between March 2019 and September 2020, from those aged 65 to 66 years for both men and women. Conversely, growth in payrolled employees aged under 25 years has undergone long-term decline since 2017, particularly compared with the UK as a whole.

Since March 2021, annual employee growth has risen to positive 2.4% for those aged 35 to 49 years and positive 3.2% for those aged 50 to 64 years. Those aged under 18 years saw a rise in employee growth to 74.6% during this period.

Figure 14: Employee growth fell more sharply in younger age groups, but has risen more recently

Percentage change on same month in previous year, seasonally adjusted, UK, January 2017 to March 2022

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

[Download the data](#)

[.xlsx](#)

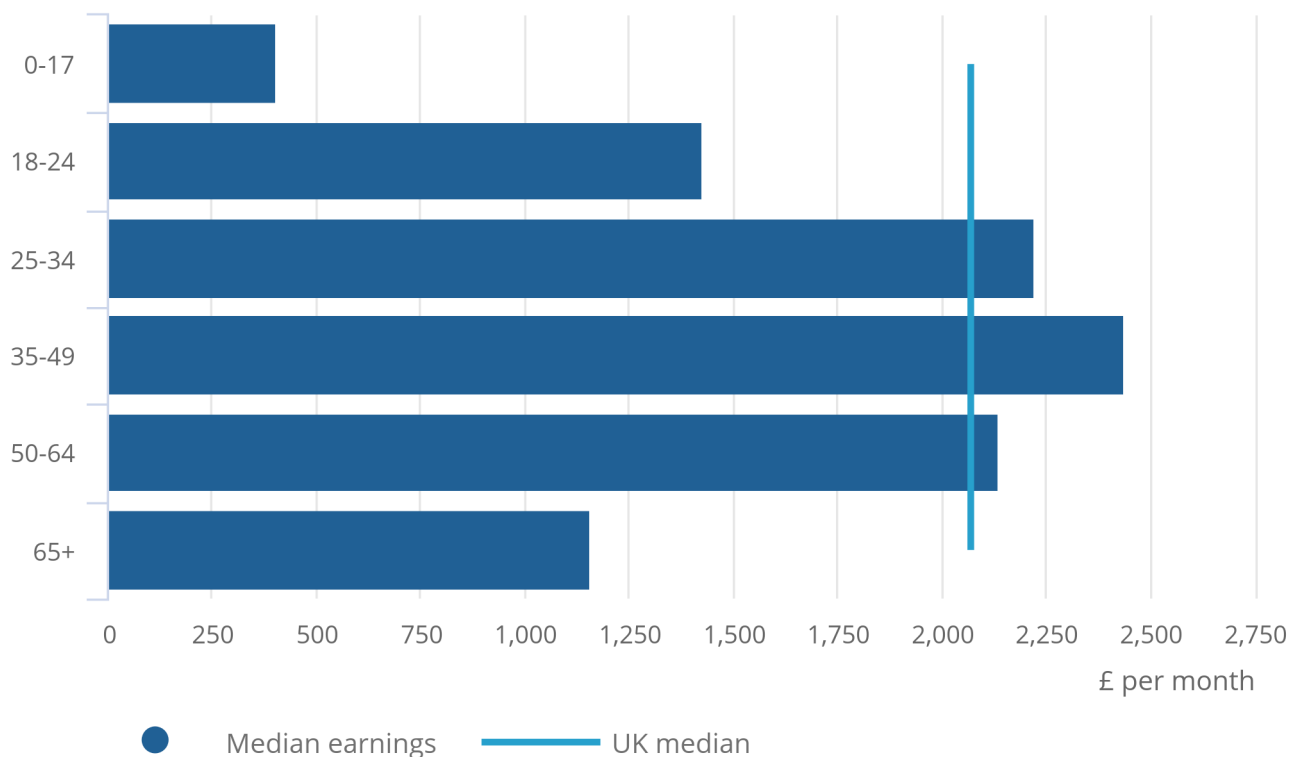
Median pay in March 2022 ranged from £404 for those aged under 18 years to £2,437 for those aged 35 to 49 years (Figure 15). Overall, median pay is higher in central age bands, of those studied.

Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, March 2022

Figure 15: Median pay varies by age

Median pay, seasonally adjusted, UK, March 2022



Source: HM Revenue and Customs - Pay As You Earn Real Time Information

Notes:

1. The latest period is based on early data and therefore is more likely to be subject to slightly more significant revisions.

8 . Earnings and employment data

[Earnings and employment from Pay As You Earn Real Time Information, non-seasonally adjusted](#)

Dataset | Released 12 April 2022

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics), non-seasonally adjusted.

[Earnings and employment from Pay As You Earn Real Time Information, revision triangle](#)

Dataset | Released 12 April 2022

Revisions of earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics).

[Earnings and employment from Pay As You Earn Real Time Information, seasonally adjusted](#)

Dataset | Released 12 April 2022

Earnings and employment statistics from Pay As You Earn (PAYE) Real Time Information (RTI) (Experimental Statistics), seasonally adjusted.

9 . Glossary

Median monthly pay

Median monthly pay shows what a person in the middle of all employees would earn each month. The median pay is generally considered to be a more accurate reflection of the "average wage" because it discounts the extremes at either end of the scale.

National Minimum Wage and National Living Wage

The National Minimum Wage (NMW) is a minimum amount per hour that most workers in the UK are entitled to be payrolled. There are different rates of minimum wage depending on a worker's age and whether they are an apprentice. The NMW applies to employees aged 16 to 24 years. The government's National Living Wage (NLW) was introduced on 1 April 2016 and applies to employees aged 25 years and over.

In April 2021, the NMW and NLW rates were:

- £8.91 for employees aged 23 years and over
- £8.36 for employees aged 21 to 22 years
- £6.56 for employees aged 18 to 20 years
- £4.62 for employees aged under 18 years
- £4.30 for apprentices aged under 19 years and those aged 19 years and over who are in the first year of their apprenticeship

Pay As You Earn

Pay As You Earn (PAYE) is the system employers and pension providers use to take Income Tax and National Insurance contributions before they pay wages or pensions to employees and pensioners. It was introduced in 1944 and is now the way most employees pay Income Tax in the UK. This publication relates to employees only and not pensioners.

10 . Measuring the data

Data source and collection

The data for this release come from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) system. They cover the whole population rather than a sample of people or companies, and they will allow for more detailed estimates of the population. The release is classed as [Experimental Statistics](#) as the methodologies used to produce the statistics are still in their development phase. As a result, the series are subject to revisions.



Coverage

This publication covers employees payrolled by employers only. It does not cover self-employment income or income from other sources such as pensions, property rental and investments. Where individuals have multiple sources of income, only income from employers is included.

The figures in this release are for the period July 2014 to March 2022 and are seasonally adjusted.

Upcoming changes

Please contact us by email if you would like to offer feedback on how the contents can be improved in the future.

Methodology

An accompanying article contains more information on the [calendarisation and imputation methodologies](#) used in this bulletin, alongside comparisons with other earnings and employment statistics and possible quality improvements in the future.

11 . Strengths and limitations

Pre-release data

HM Revenue and Customs (HMRC) grants pre-release access to [official statistics](#) publications. As this is a joint release, and in accordance with the HMRC policy, pre-release access has been granted to a number of people to enable the preparation of statistical publications and ministerial briefing. Further details, including a [list of those granted access](#), can be found on [HMRC's website](#).

Experimental Statistics status

This is a joint experimental release between HMRC and the Office for National Statistics (ONS). The existing monthly publications produced by the ONS remain the primary [National Statistics](#) for the labour market. The intention is that these new statistics will also be updated on a monthly basis.

The release is classed as [Experimental Statistics](#) as the methodologies used to produce the statistics are still in their development phase. This does not mean that the statistics are of low quality, but it does signify that the statistics are new and still being developed. As the methodologies are refined and improved, there may be revisions to these statistics.

Rather than waiting until the development work has been completed, the statistics are being published now to involve potential users in developing the statistics. We hope that this encourages users to provide us with their thoughts and suggestions on how useful the statistics are and what can be done to improve them. You can send us your comments by email.

More information about [Experimental Statistics](#), including when they should be used and the differences between them and [National Statistics](#), is available.

Strengths of the data

As Pay As You Earn (PAYE) Real Time Information (RTI) data cover the whole population, rather than a sample of people or companies, we are able to use these to produce estimates for geographic areas and other more detailed breakdowns of the population. The methods for producing such breakdowns are under development, and we expect to include further statistics in a future release. These statistics can help inform decision-making across the country. They also have the potential to provide more timely estimates than existing measures.

These statistics also have the potential to replace some of those based on surveys, which could reduce the burden on businesses needing to fill in statistical surveys.

Imputation and revisions

A limitation of the calendarisation used is that the figures for pay and numbers of employees in month t depend on payments made in month t plus 1. This means only around 80% of the data used in the calculation on month t statistics are available at the end of each month.

Rather than wait until all those remaining payment returns have been received, we have decided to produce a timelier measure of numbers of employees and median pay by imputing the values for missing returns. The data on which the statistics are based were extracted at the beginning of April 2022, which means around 1% to 2% of the data for February 2022 are imputed, while around 15% of the data for the "flash" March 2022 data are imputed. As a result, the figures in future releases will be updated as new payment returns are received, and the imputation payments can be replaced with actual data.

Starting with the December 2020 publication, we introduced a revisions policy. For each publication, we incorporate new input data only for up to the latest three tax years. In May of each year, new input data will be incorporated for the whole data time series. The benefit of introducing this revisions policy is that we can use the processing time saved to produce and publish more detailed breakdowns.

Seasonal adjustment

The seasonal adjustment applied in this bulletin follows established best practice. This approach assumes that any seasonal patterns remain broadly consistent over time. If the seasonal pattern changes in strength, this will be represented as greater volatility in the seasonally adjusted figures. Both the seasonally and non-seasonally adjusted data sets are released alongside this bulletin.

Differences compared with the Labour Force Survey and Average Weekly Earnings statistics

Further information about the methodology used and comparisons with the ONS's [Labour Force Survey \(LFS\)](#) and [Average Weekly Earnings](#) can be found in [our New methods for monthly earnings and employment estimates from Pay As You Earn Real Time Information \(PAYE RTI\) data: December 2019 article](#).

The strengths and weaknesses of these sources and other labour market data sources are shown in [our Comparison of labour market data sources methodology](#), including the advantages of new administrative data sources and limitations of some of our published figures.

12 . Related links

[Labour market overview: April 2022](#)

Bulletin | Released 12 April 2022

Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

[Employment in the UK: April 2022](#)

Bulletin | Released 12 April 2022

Estimates of employment, unemployment and economic inactivity for the UK.

[Labour market in the regions of the UK: April 2022](#)

Bulletin | Released 12 April 2022

Regional breakdowns of changes in UK employment, unemployment and economic inactivity.

[Average weekly earnings in Great Britain: April 2022](#)

Bulletin | Released 12 April 2022

Estimates of growth in earnings for employees before tax and other deductions from pay.

[Vacancies and jobs in the UK: April 2022](#)

Bulletin | Released 12 April 2022

Estimates of the number of vacancies and jobs for the UK.

PAYROLLED EMPLOYEES

1 Payrolled employee counts from PAYE RTI

Period	Payrolled employees
	UK, all industries, seasonally adjusted
Period	Payrolled employees
March 2015	27,288,800
March 2016	27,817,173
March 2017	28,148,075
March 2018	28,492,647
March 2019	28,851,675
March 2020	28,993,083
March 2021	28,182,850
April 2021	28,343,467
May 2021	28,516,065
June 2021	28,685,492
July 2021	28,812,052
August 2021	28,929,242
September 2021	29,040,130
October 2021	29,086,568
November 2021	29,200,744
December 2021	29,291,692
January 2022	29,350,247
February 2022	29,523,768
March 2022	29,558,925
Change on year	1,376,075
Change %	4.9

Source: PAYE RTI

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MEDIAN PAY

2 Median monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted Median pay
March 2015	1,618
March 2016	1,646
March 2017	1,686
March 2018	1,731
March 2019	1,801
March 2020	1,847
March 2021	1,951
April 2021	1,965
May 2021	1,966
June 2021	1,977
July 2021	1,977
August 2021	1,983
September 2021	2,008
October 2021	2,010
November 2021	2,022
December 2021	2,039
January 2022	2,046
February 2022	2,054
March 2022	2,067
Change on year	117
Change %	6

Source: PAYE RTI

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MEAN PAY

3 Mean monthly pay from PAYE RTI

Period	£ per month
	UK, all industries, seasonally adjusted
Period	Mean pay
February 2015	2,234
February 2016	2,239
February 2017	2,307
February 2018	2,387
February 2019	2,444
February 2020	2,528
February 2021	2,662
March 2021	2,653
April 2021	2,687
May 2021	2,694
June 2021	2,695
July 2021	2,709
August 2021	2,716
September 2021	2,736
October 2021	2,741
November 2021	2,768
December 2021	2,803
January 2022	2,853
February 2022	2,864
Change on year	202
Change %	7.6

Source: PAYE RTI

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AGGREGATE PAY

4 Aggregate monthly pay from PAYE RTI

	£ per month
	UK, all industries, seasonally adjusted
Period	Aggregate pay
February 2015	60,782,169,327
February 2016	62,202,119,513
February 2017	64,860,734,981
February 2018	67,977,709,838
February 2019	70,392,641,754
February 2020	73,348,752,651
February 2021	74,854,687,147
March 2021	74,775,708,586
April 2021	76,151,655,144
May 2021	76,821,787,874
June 2021	77,319,732,901
July 2021	78,052,566,715
August 2021	78,585,751,729
September 2021	79,444,711,598
October 2021	79,720,419,397
November 2021	80,824,307,408
December 2021	82,118,836,771
January 2022	83,726,892,670
February 2022	84,551,809,118
Change on year	9,697,121,971
Change %	13

Source: PAYE RTI

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PAY DISTRIBUTION

5 Monthly pay by percentile from PAYE RTI

£ per month, 3 month moving average							
UK, all industries, seasonally adjusted							
Period	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	95th percentile	99th percentile
February 2015	518	905	1,619	2,624	3,967	5,363	11,344
February 2016	533	919	1,636	2,640	3,990	5,369	11,131
February 2017	552	946	1,671	2,684	4,061	5,476	11,346
February 2018	578	987	1,724	2,758	4,174	5,633	11,722
February 2019	603	1,021	1,782	2,833	4,278	5,800	12,076
February 2020	626	1,067	1,848	2,926	4,423	5,981	12,440
February 2021	677	1,128	1,931	3,045	4,614	6,267	12,976
March 2021	679	1,133	1,937	3,055	4,629	6,262	12,890
April 2021	681	1,141	1,947	3,071	4,652	6,319	13,058
May 2021	682	1,145	1,954	3,083	4,670	6,372	13,256
June 2021	682	1,149	1,964	3,093	4,683	6,415	13,398
July 2021	680	1,152	1,972	3,101	4,695	6,426	13,406
August 2021	677	1,153	1,982	3,112	4,708	6,447	13,449
September 2021	673	1,152	1,994	3,131	4,741	6,481	13,555
October 2021	673	1,153	2,005	3,143	4,758	6,498	13,589
November 2021	673	1,155	2,016	3,155	4,777	6,515	13,642
December 2021	676	1,162	2,026	3,166	4,792	6,548	13,749
January 2022	679	1,165	2,037	3,184	4,824	6,587	13,887
February 2022	681	1,171	2,046	3,202	4,860	6,636	14,061
Change on year	5	43	115	157	245	369	1,085
Change %	0.7	3.8	6	5.2	5.3	5.9	8.4

Source: PAYE RTI

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EMPLOYEE FLOWS

6 Inflows and outflows from PAYE RTI

Payrolled employees UK, all industries, seasonally adjusted		
Period	Inflows	Outflows
March 2017	679,359	647,776
March 2018	663,176	645,780
March 2019	685,498	636,558
March 2020	671,001	692,594
March 2021	558,670	500,127
April 2021	653,743	493,126
May 2021	735,348	562,750
June 2021	747,012	577,585
July 2021	698,253	571,693
August 2021	690,059	572,869
September 2021	695,211	584,323
October 2021	698,710	652,272
November 2021	723,092	608,916
December 2021	699,863	608,916
January 2022	685,385	626,830
February 2022	756,668	583,147
March 2022	765,114	729,957
Change on year	206,444	229,830
Change %	37	46

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS1)

7 Regional payrolled employees from PAYE RTI

	Payrolled employees											
	UK, all industries, seasonally adjusted											
			Yorkshire and the Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Scotland	Northern Ireland
Period	North East	North West										
March 2015	1,045,259	2,963,771	2,186,968	1,992,804	2,347,320	2,602,199	3,785,243	3,863,400	2,281,658	1,201,710	2,331,371	687,098
March 2016	1,054,095	3,015,536	2,219,170	2,034,977	2,399,061	2,660,032	3,900,762	3,938,400	2,327,275	1,217,608	2,347,866	702,391
March 2017	1,058,611	3,049,309	2,243,739	2,064,187	2,431,093	2,702,547	3,963,947	3,986,513	2,349,390	1,229,396	2,355,723	713,620
March 2018	1,064,906	3,097,966	2,268,051	2,094,956	2,458,216	2,734,453	4,018,212	4,031,148	2,381,521	1,247,446	2,366,411	729,362
March 2019	1,068,417	3,134,435	2,303,399	2,111,904	2,491,068	2,773,094	4,106,369	4,071,829	2,404,929	1,253,739	2,388,349	744,144
March 2020	1,074,117	3,152,832	2,312,305	2,119,932	2,489,159	2,784,758	4,153,063	4,100,696	2,413,237	1,257,239	2,383,641	752,103
March 2021	1,054,194	3,092,495	2,262,075	2,082,589	2,429,525	2,714,786	3,930,016	3,981,276	2,354,883	1,229,237	2,312,037	739,735
April 2021	1,062,930	3,112,669	2,278,912	2,097,641	2,442,468	2,734,996	3,964,082	3,979,322	2,375,188	1,233,966	2,320,095	741,197
May 2021	1,068,052	3,130,653	2,288,827	2,107,315	2,457,849	2,745,178	3,983,698	4,015,244	2,390,246	1,248,318	2,334,183	746,504
June 2021	1,075,292	3,149,712	2,301,708	2,119,686	2,471,300	2,758,962	4,008,237	4,036,673	2,407,876	1,254,925	2,347,740	753,381
July 2021	1,079,386	3,163,826	2,311,824	2,126,380	2,482,759	2,768,000	4,032,102	4,056,015	2,415,067	1,261,152	2,356,286	759,255
August 2021	1,083,076	3,178,307	2,320,203	2,132,546	2,491,919	2,778,224	4,061,170	4,077,019	2,421,375	1,264,316	2,361,850	759,236
September 2021	1,087,043	3,194,066	2,327,551	2,137,754	2,503,392	2,787,833	4,082,786	4,094,925	2,427,819	1,266,349	2,370,122	760,490
October 2021	1,088,920	3,196,429	2,331,806	2,139,375	2,507,096	2,790,029	4,094,747	4,100,202	2,430,581	1,268,311	2,376,247	762,826
November 2021	1,093,269	3,207,043	2,342,494	2,146,472	2,516,289	2,797,434	4,119,322	4,116,719	2,439,270	1,271,545	2,384,720	766,168
December 2021	1,097,178	3,216,199	2,350,495	2,153,210	2,522,405	2,803,542	4,140,957	4,126,210	2,442,185	1,273,437	2,395,974	769,901
January 2022	1,097,878	3,223,349	2,354,912	2,158,037	2,529,213	2,810,116	4,155,401	4,134,689	2,445,386	1,277,118	2,392,139	772,008
February 2022	1,103,071	3,234,340	2,367,599	2,171,607	2,543,574	2,827,436	4,188,537	4,161,118	2,461,456	1,284,267	2,406,551	774,212
March 2022	1,103,447	3,232,892	2,369,784	2,173,876	2,546,574	2,828,698	4,204,664	4,169,278	2,461,693	1,285,958	2,407,111	774,950
Change on year	49,253	140,397	107,708	91,287	117,049	113,912	274,648	188,002	106,810	56,721	95,074	35,215
Change %	4.7	4.5	4.8	4.4	4.8	4.2	7	4.7	4.5	4.6	4.1	4.8

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS1)

8 Regional median monthly pay from PAYE RTI

£ per month											
UK, all industries, seasonally adjusted											
Period	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East	London	South East	South West	Wales	Northern Ireland
March 2015	1,537	1,525	1,517	1,525	1,536	1,658	1,944	1,734	1,521	1,516	1,500
March 2016	1,553	1,552	1,535	1,550	1,562	1,686	1,986	1,769	1,546	1,540	1,516
March 2017	1,589	1,589	1,570	1,587	1,601	1,729	2,032	1,812	1,586	1,582	1,547
March 2018	1,632	1,642	1,610	1,636	1,647	1,777	2,107	1,853	1,629	1,618	1,586
March 2019	1,689	1,696	1,675	1,695	1,700	1,853	2,178	1,930	1,697	1,688	1,662
March 2020	1,728	1,742	1,715	1,737	1,736	1,905	2,225	1,980	1,746	1,730	1,747
March 2021	1,818	1,843	1,812	1,844	1,841	2,021	2,366	2,089	1,850	1,836	1,803
April 2021	1,830	1,853	1,821	1,854	1,850	2,032	2,388	2,103	1,858	1,853	1,816
May 2021	1,828	1,852	1,821	1,855	1,845	2,029	2,401	2,108	1,858	1,869	1,805
June 2021	1,835	1,856	1,832	1,867	1,860	2,044	2,415	2,115	1,862	1,869	1,837
July 2021	1,834	1,861	1,831	1,875	1,866	2,042	2,414	2,122	1,866	1,878	1,869
August 2021	1,841	1,872	1,832	1,877	1,871	2,047	2,409	2,117	1,863	1,878	1,821
September 2021	1,866	1,899	1,869	1,905	1,896	2,077	2,431	2,151	1,903	1,883	1,842
October 2021	1,863	1,893	1,863	1,907	1,898	2,077	2,430	2,151	1,900	1,878	1,850
November 2021	1,871	1,902	1,874	1,921	1,906	2,090	2,440	2,161	1,912	1,889	1,860
December 2021	1,902	1,915	1,888	1,941	1,922	2,107	2,454	2,180	1,931	1,915	1,906
January 2022	1,896	1,926	1,899	1,939	1,927	2,118	2,464	2,184	1,942	1,927	1,938
February 2022	1,914	1,942	1,909	1,946	1,934	2,123	2,477	2,188	1,948	1,928	1,914
March 2022	1,937	1,951	1,916	1,955	1,949	2,125	2,491	2,198	1,969	1,953	1,928
Change on year	119	108	104	112	108	104	125	109	118	117	125
Change %	6.5	5.9	5.8	6	5.9	5.2	5.3	5.2	6.4	6.4	7

Source: PAYE RTI

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REGIONAL PAYROLLED EMPLOYEES (NUTS2)
9 Regional payrolled employees from PAYE RTI

Period	Payrolled employees			
	UK, all industries, seasonally adjusted			
	March 2021	March 2022	Change on year	Change %
Tees Valley and Durham	473,203	495,075	21,872	4.6
Northumberland and Tyne and Wear	580,991	608,372	27,381	4.7
Cumbria	213,017	220,417	7,400	3.5
Greater Manchester	1,190,432	1,250,965	60,533	5.1
Lancashire	624,283	652,023	27,740	4.4
Cheshire	425,003	441,468	16,465	3.9
Merseyside	639,760	668,019	28,259	4.4
East Yorkshire and Northern Lincolnshire	390,458	407,869	17,411	4.5
North Yorkshire	346,356	363,158	16,802	4.9
South Yorkshire	566,202	592,961	26,759	4.7
West Yorkshire	959,059	1,005,795	46,736	4.9
Derbyshire and Nottinghamshire	926,869	967,413	40,544	4.4
Leicestershire, Rutland and Northamptonshire	840,370	876,371	36,001	4.3
Lincolnshire	315,350	330,091	14,741	4.7
Herefordshire, Worcestershire and Warwickshire	598,600	622,565	23,965	4
Shropshire and Staffordshire	692,398	720,270	27,872	4
West Midlands (county)	1,138,528	1,203,739	65,211	5.7
East Anglia	1,076,296	1,122,656	46,360	4.3
Bedfordshire and Hertfordshire	846,949	882,287	35,338	4.2
Essex	791,541	823,755	32,214	4.1
Inner London - West	495,619	537,291	41,672	8.4
Inner London - East	1,097,579	1,195,031	97,452	8.9
Outer London - East and North East	829,804	874,310	44,506	5.4
Outer London - South	583,800	611,792	27,992	4.8
Outer London - West and North West	923,215	986,239	63,024	6.8
Berkshire, Buckinghamshire and Oxfordshire	1,138,919	1,192,000	53,081	4.7
Surrey, East and West Sussex	1,219,499	1,278,964	59,465	4.9
Hampshire and Isle of Wight	859,283	899,153	39,870	4.6
Kent	763,575	799,161	35,586	4.7
Gloucestershire, Wiltshire and Bristol/Bath area	1,121,785	1,171,011	49,226	4.4
Dorset and Somerset	543,014	564,415	21,401	3.9
Cornwall and Isles of Scilly	215,653	227,358	11,705	5.4
Devon	474,431	498,908	24,477	5.2
West Wales and The Valleys	749,666	783,199	33,533	4.5
East Wales	479,571	502,759	23,188	4.8
North Eastern Scotland	215,648	223,842	8,194	3.8
Highlands and Islands	196,663	203,274	6,611	3.4
Eastern Scotland	854,784	893,803	39,019	4.6
West Central Scotland	653,288	681,580	28,292	4.3
Southern Scotland	391,654	404,612	12,958	3.3
Northern Ireland	739,735	774,950	35,215	4.8

Source: PAYE RTI

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REGIONAL MEDIAN PAY (NUTS2)

10 Regional median monthly pay from PAYE RTI

Period	£ per month			
	UK, all industries, seasonally adjusted			
	March 2021	March 2022	Change on year	Change %
Tees Valley and Durham	1,819	1,943	124	6.8
Northumberland and Tyne and Wear	1,821	1,936	115	6.3
Cumbria	1,796	1,943	147	8.2
Greater Manchester	1,848	1,954	106	5.7
Lancashire	1,785	1,878	93	5.2
Cheshire	1,959	2,069	110	5.6
Merseyside	1,848	1,956	108	5.8
East Yorkshire and Northern Lincolnshire	1,779	1,894	115	6.5
North Yorkshire	1,814	1,913	99	5.5
South Yorkshire	1,799	1,890	91	5.1
West Yorkshire	1,834	1,942	108	5.9
Derbyshire and Nottinghamshire	1,840	1,954	114	6.2
Leicestershire, Rutland and Northamptonshire	1,866	1,989	123	6.6
Lincolnshire	1,801	1,893	92	5.1
Herefordshire, Worcestershire and Warwickshire	1,930	2,055	125	6.5
Shropshire and Staffordshire	1,838	1,956	118	6.4
West Midlands (county)	1,807	1,906	99	5.5
East Anglia	1,894	2,011	117	6.2
Bedfordshire and Hertfordshire	2,161	2,281	120	5.6
Essex	2,048	2,155	107	5.2
Inner London - West	2,946	3,056	110	3.7
Inner London - East	2,431	2,543	112	4.6
Outer London - East and North East	2,148	2,274	126	5.9
Outer London - South	2,420	2,534	114	4.7
Outer London - West and North West	2,187	2,319	132	6
Berkshire, Buckinghamshire and Oxfordshire	2,228	2,356	128	5.7
Surrey, East and West Sussex	2,094	2,200	106	5.1
Hampshire and Isle of Wight	2,000	2,113	113	5.7
Kent	1,994	2,102	108	5.4
Gloucestershire, Wiltshire and Bristol/Bath area	1,961	2,079	118	6
Dorset and Somerset	1,798	1,921	123	6.8
Cornwall and Isles of Scilly	1,668	1,788	120	7.2
Devon	1,743	1,857	114	6.5
West Wales and The Valleys	1,806	1,918	112	6.2
East Wales	1,889	2,017	128	6.8
North Eastern Scotland	2,097	2,174	77	3.7
Highlands and Islands	1,876	1,990	114	6.1
Eastern Scotland	1,974	2,072	98	5
West Central Scotland	1,965	2,067	102	5.2
Southern Scotland	1,910	2,001	91	4.8
Northern Ireland	1,803	1,928	125	6.9

Source: PAYE RTI

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INDUSTRY PAYROLLED EMPLOYEES

11 Industry payrolled employees from PAYE RTI

Period	Payrolled employees			
	UK, all industries, seasonally adjusted			
	March 2021	March 2022	Change on year	Change %
Agriculture, forestry and fishing	185,739	193,545	7,806	4.2
Mining and quarrying	50,110	51,000	890	1.8
Manufacturing	2,302,738	2,347,817	45,079	2
Energy production and supply	129,586	122,733	-6,853	-5.3
Water supply, sewerage and waste	183,662	190,700	7,038	3.8
Construction	1,272,783	1,300,313	27,530	2.2
Wholesale and retail; repair of motor vehicles	4,328,346	4,431,201	102,855	2.4
Transportation and storage	1,315,357	1,327,127	11,770	0.9
Accommodation and food service activities	1,735,087	2,109,189	374,102	21.6
Information and communication	1,205,867	1,270,886	65,019	5.4
Finance and insurance	1,043,105	1,043,948	843	0.1
Real estate	420,990	433,181	12,191	2.9
Professional, scientific and technical	2,138,151	2,266,651	128,500	6
Administrative and support services	2,362,344	2,595,094	232,750	9.9
Public administration and defence; social security	1,372,402	1,419,481	47,079	3.4
Education	3,066,800	3,203,649	136,849	4.5
Health and social work	3,980,776	4,037,137	56,361	1.4
Arts, entertainment and recreation	477,397	578,963	101,566	21.3
Other service activities	500,808	526,011	25,203	5
Households and Extraterritorial	110,801	110,299	-502	-0.5

Source: PAYE RTI

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INDUSTRY MEDIAN PAY

12 Industry median monthly pay from PAYE RTI

Period	£ per month			
	UK, all industries, seasonally adjusted			
	March 2021	March 2022	Change on year	Change %
Agriculture, forestry and fishing	1,773	1,826	53	3
Mining and quarrying	3,897	4,040	143	3.7
Manufacturing	2,368	2,492	124	5.2
Energy production and supply	3,318	3,493	175	5.3
Water supply, sewerage and waste	2,497	2,597	100	4
Construction	2,183	2,305	122	5.6
Wholesale and retail; repair of motor vehicles	1,525	1,594	69	4.5
Transportation and storage	2,289	2,438	149	6.5
Accommodation and food service activities	995	1,072	77	7.7
Information and communication	3,054	3,330	276	9
Finance and insurance	3,101	3,711	610	19.7
Real estate	2,086	2,159	73	3.5
Professional, scientific and technical	2,448	2,633	185	7.6
Administrative and support services	1,709	1,780	71	4.2
Public administration and defence; social security	2,528	2,623	95	3.8
Education	2,012	2,142	130	6.5
Health and social work	1,878	1,991	113	6
Arts, entertainment and recreation	1,356	1,377	21	1.5
Other service activities	1,365	1,519	154	11.3
Households and Extraterritorial	1,009	998	-11	-1.1

Source: PAYE RTI

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PAYROLLED EMPLOYEES BY AGE

13 Payrolled employees by age from PAYE RTI

Period	Payrolled employees					
	UK, all industries, seasonally adjusted					
	0-17	18-24	25-34	35-49	50-64	65+
March 2015	416,333	3,564,955	6,484,216	9,243,153	6,747,762	832,381
March 2016	439,734	3,610,461	6,641,800	9,319,533	6,963,621	842,025
March 2017	442,470	3,590,862	6,732,624	9,350,403	7,174,375	857,342
March 2018	441,339	3,572,352	6,797,313	9,395,378	7,403,921	882,343
March 2019	442,709	3,543,353	6,855,070	9,447,125	7,629,058	934,360
March 2020	422,604	3,479,438	6,854,044	9,463,271	7,769,067	1,004,659
March 2021	292,108	3,166,559	6,660,316	9,324,200	7,755,634	984,033
April 2021	309,844	3,191,169	6,696,337	9,368,231	7,790,508	987,376
May 2021	347,612	3,252,672	6,714,655	9,390,081	7,815,775	995,269
June 2021	398,700	3,311,495	6,728,730	9,410,182	7,837,887	998,498
July 2021	432,751	3,356,613	6,741,915	9,424,295	7,856,024	1,000,453
August 2021	457,808	3,391,358	6,755,211	9,441,504	7,872,794	1,010,568
September 2021	468,162	3,421,271	6,783,285	9,450,157	7,897,187	1,020,069
October 2021	479,441	3,433,015	6,791,604	9,456,257	7,905,181	1,021,070
November 2021	491,731	3,449,445	6,814,466	9,483,196	7,930,230	1,031,676
December 2021	496,204	3,456,676	6,834,898	9,503,711	7,959,349	1,040,855
January 2022	492,077	3,471,269	6,845,006	9,518,132	7,975,509	1,048,255
February 2022	505,534	3,516,716	6,882,506	9,551,468	8,006,106	1,061,437
March 2022	509,948	3,533,487	6,889,858	9,547,404	8,006,320	1,071,908
Change on year	217,840	366,928	229,542	223,204	250,685	87,875
Change %	74.6	11.6	3.4	2.4	3.2	8.9

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MEDIAN PAY BY AGE

14 Median monthly pay by age from PAYE RTI

Period	£ per month					
	UK, all industries, seasonally adjusted					
	0-17	18-24	25-34	35-49	50-64	65+
March 2015	281	1,107	1,752	1,923	1,736	739
March 2016	293	1,154	1,781	1,946	1,753	772
March 2017	298	1,202	1,831	1,985	1,776	805
March 2018	307	1,232	1,883	2,032	1,814	842
March 2019	321	1,293	1,959	2,115	1,874	898
March 2020	313	1,297	2,013	2,165	1,909	984
March 2021	390	1,380	2,086	2,267	1,995	1,098
April 2021	382	1,384	2,142	2,287	2,014	1,103
May 2021	387	1,376	2,127	2,299	2,018	1,103
June 2021	412	1,398	2,155	2,312	2,031	1,111
July 2021	397	1,398	2,162	2,321	2,033	1,119
August 2021	398	1,394	2,167	2,330	2,042	1,117
September 2021	398	1,412	2,176	2,358	2,065	1,125
October 2021	400	1,418	2,179	2,356	2,063	1,128
November 2021	400	1,426	2,186	2,367	2,075	1,138
December 2021	400	1,440	2,197	2,390	2,091	1,155
January 2022	391	1,432	2,205	2,404	2,107	1,157
February 2022	406	1,432	2,206	2,414	2,121	1,161
March 2022	404	1,424	2,220	2,437	2,135	1,158
Change on year	13	43	134	170	140	60
Change %	3.4	3.1	6.4	7.5	7	5.4

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